



CHOCTAW HEALTH CENTER
BEHAVIORAL HEALTH
MISSISSIPPI BAND OF CHOCTAW INDIANS
210 HOSPITAL CIRCLE
CHOCTAW, MS 39350
PHONE: (601) 389-4150
FAX: (601) 389-4152

JOB ANNOUNCEMENT # 457148

POSITION TITLE: Licensed Marriage and Family Therapist (LMFT)
SALARY Range: Tribal Pay Scale Grade 16 (\$44,717.00 – \$51,740.00)
SUPERVISOR: Behavioral Health Director
JOB LOCATION: Choctaw Health Center
TYPE OF EMPLOYMENT: Regular Full-Time/Exempt/Essential
OPEN DATE: MAY 07, 2026 ~~MAY 07 2026~~
CLOSING DATE: MAY 21, 2026 OR UNTIL FILLED

Mission Statement: *Delivering innovative, holistic health services in a culturally sensitive environment, in partnership with satisfied customers, dedicated employees, and the Choctaw Community.*

Vision Statement: *Achieve optimal health and well-being for the Choctaw People while honoring our cultural values.*

The Choctaw Health Center is a 20-bed hospital centrally located in Choctaw, Mississippi, off of State Highway 16 West on the Mississippi Band of Choctaw Indian Reservation. The Tribe consists of eight communities: Bogue Chitto, Bogue Homa, Conehatta, Crystal Ridge, Pearl River, Red Water, Standing Pine, and Tucker. It serves approximately 11,000+ members of the tribe's population across ten county areas in central Mississippi. It is a 180,000-square-foot comprehensive health care center with three satellite clinics located in the Choctaw communities of Bogue Chitto, Conehatta, and Red Water.

Scope of Service and Effect:

The Licensed Marriage and Family Therapist (LMFT) functions as a professional employee with an advanced degree and related specialty training. This exempt position is a professional role, a supervisory role, and a role that makes independent judgments that affect the program and related outcomes. This position is responsible for the direct supervision of program case management personnel. In addition, this position is responsible for providing therapeutic services to individuals and families who require professional services provided by the program and its affiliates. This position requires the incumbent to deliver services consistent with the person-centered, family-centered, and holistically-based wrap-around service model. This

includes the provision of diagnostic, treatment planning (team-developed and delivered), and therapeutic interventions. Caseloads may include children, adolescents, adults, couples, and families with co-occurring mental health and/or substance abuse issues or other problems interfering with optimal functioning. The incumbent participates in the design of programs and service structure, service delivery standards, quality assurance, and compliance with discipline-specific standards and federal, state, and tribal requirements, as well as the policy and procedural requirements of the Program, Health Department, and Tribe. This position requires licensure and/or certification and qualifies under Section V (D) of the Administrative Policy & Procedures, whereby a job announcement is not necessary, nor does a Waiver of the Native American Preference need to be secured for the hiring of a non-Indian.

Responsibilities and Duties:

1. Evaluate, diagnose, and treat mental and emotional disorders, health issues, behavioral issues, and a wide range of relationship dynamics within the context of couples, marriage, and family systems.
2. Knowledgeable and skilled use of the Diagnostic and Statistical Manual of Mental Disorders, Fifth Edition, Text Revision (DSM-5-TR).
3. Provides psychotherapy, consultation, and other direct and indirect patient services and coordination of treatment with other staff and programs, on and off the reservation, as necessary to coordinate patient care.
4. Provide leadership and take primary responsibility in the diagnostic and treatment planning process for all assigned clients, involving, where appropriate, case management, psychiatric services, and other staff to ensure effective family-centered ecologically-based individual, group, and wrap-around services, including:
 - a. Supervise cases and duties of case management staff.
 - b. Complete treatment plan development, including goals, objectives, timelines, and outcomes.
 - c. On-going monitoring of service delivery provided by team members and case managers.
5. Implement evidence-based treatment models such as (but not limited to): EMDR, A-TIP, TF-CBT, the Matrix Model, Applied Suicide Intervention Skills Training (ASIST), Early Identification Referral, and Follow-Up (EIRF) and Assess, Intervene, and Monitor for Suicide Prevention (AIM-SP).
6. Participates as a constructive team member in all aspects of service delivery and program, department, and tribal functioning, serving as a role model, mentor, and trainer.
7. Contribute to the training and professional development of case management and other staff to ensure effective service delivery and treatment plan implementation.
8. Provide timely and appropriate documentation for case records, Indian Health Service (IHS), and other existing electronic data management systems.
9. Collaborate with and provide consultation to tribal health and social programs, community organizations, and individuals on mental health and substance abuse issues affecting children, adolescents, adults, and families, through community education programs, public awareness efforts, and training programs.

10. Ensures timely and effective case and chart review of patient records.
11. Performs all supervisory functions in accordance with the Mississippi Band of Choctaw Indians policy and procedures such as employee evaluations, new employee orientation, and other personnel activities in the operation of the Choctaw Behavioral Health program.
12. Participates in and helps develop annual in-service training and staff development sessions to ensure up-to-date knowledge is provided for continued personal and professional growth.
13. Participates in the program's on-call system and follows protocols for service delivery as directed.
14. Participates as a team member in all grant activities involving the delivery of clinical services and community outreach activities/events.
15. Maintain compliance with all billing requirements related to the professional services delivered.
16. Maintains a standard of professional conduct consistent with professional licensure, Program, Department, and Tribal policies and procedures.
17. Provides data as requested and required by program grant projects for collection and documentation.
18. Must present with and maintain a code of behavior as outlined in the Tribal and Health Center Code of Behavior.
19. Handles other duties as assigned by the director or designee.

Hours Worked:

This is an essential position. Working hours may vary according to the shift schedule to ensure a 40-hour work week is covered. Employees are responsible for clocking in and out as scheduled. Exempt status pay, sick leave, and annual leave will be applied in accordance with the Tribal Personnel Policy. The employee will be required to work weekends for planned community outreach events and/or tribal functions as needed. The incumbent will be called back to duty under certain circumstances, such as short-staffing or emergencies.

Work Environment:

The primary work location for this position is Choctaw Health Center - Behavioral Health Department, with duties and responsibilities in all communities on and off the reservation, as appropriate.

Job Hazard

The work may involve some exposure to hostile and emotionally disturbed patients, families, and/or visitors. The incumbent must maintain a high degree of emotional control, tact, and patience to cope with a situation marked by constant change, substantial pressure, and tremendous responsibility.

Physical Demand:

There are no special physical requirements for this position.

Qualifications:

1. Master's Degree or higher in psychology, counseling, social work, or related

- field from an accredited college/university required.
2. A professional license and/or certification to practice psychotherapy services in the state of Mississippi is required (LPC, LC/MSW, LMFT, Licensed Psychologist, P-LPC, etc.) for on-site clinical service delivery and school-based services. The license must be valid and in good ethical standing and must be able to engage in billable psychotherapy services at the time of application.
 3. Three to five years of clinical and/or school-based experience in assessment, diagnostics, treatment, and follow-up services to clients.
 4. Experience in the behavioral health profession, knowledge, and skills regarding the relationships between health and psychological issues are required.
 5. Must be subject to providing a negative drug screen before full consideration for a professional role and maintaining a negative drug screen while employed.
 6. Must have dependable transportation, a state driver's license, vehicle insurance as required by state law, and must have clearance to operate Tribal vehicles.
 7. Must also have access to a telephone that is available to the on-call system.
 8. Must submit to a background check pursuant to Public Law 101-630, Title IV, Indian Child Protection and Family Violence Prevention Act of 1990.

In accordance with the Choctaw Health Center Employee Health Program, a pre-employment physical examination is required, and an annual exam is required while employed.

*****CHOCTAW HEALTH CENTER PROPERTIES ARE TOBACCO FREE*****

NOTE: The Administrative Personnel Policy & Procedures of the Mississippi Band of Choctaw Indians, Native American Preference, Section II (A), have been revised and approved, as follows:

Further bolstering this Native American preference to promote employment of MBCI members, it is the policy of MBCI to employ persons(s) who are not members of MBCI only when no qualified member of MBCI, who has applied for the position, can be trained up upgraded to fill a given job vacancy within a reasonable period of time at a reasonable cost, and then only when a Waiver of Native American Preference has been secured from the Committee on Human Resources, Training and Development on a case-by-case basis.

The authority to waive Native American Preference laws can be exercised by the Committee on Human Resources, Training, and Development. The Committee will exercise its discretion to do so only when a motion is made by a committee member to support such a waiver and the Committee determines by reviewing the facts and appropriate written documentation that a waiver is justified. A waiver to allow the employment of a person who is not a member of MBCI, or to employ a person who is Native American outside the order of preference set forth in this Policy, can be made by the Committee only for as long as the person who is granted the waiver remains in the position for which the waiver was granted. That waiver does not apply to other openings for which the person who is granted the waiver may request a promotion, transfer, or apply. The Committee only has the right to approve or disapprove a waiver requested by Executive Branch supervisors and has no right to direct, demand, or coerce any Executive Branch supervisor or personnel that any specific applicant other than the one for which the waiver is sought is employed.

IF INTERESTED, SEND APPLICATION TO:

Mississippi Band of Choctaw Indians
Human Resources
P. O. Box 6033, Choctaw Branch
Choctaw, MS 39350